

Agreement Between

City of Green Bay

And

City of Green Bay
Parks and Forestry Labor
Association

2015

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This Agreement has been made and entered into between the City of Green Bay, hereinafter referred to as the "City" and City of Green Bay Parks and Forestry Association, hereinafter referred to as the "Association".

ARTICLE 1
RECOGNITION

The City agrees to recognize representatives of City of Green Bay Parks and Forestry Association, as the exclusive bargaining agent for all regular full-time employees in the employ of the Employer in the City of Green Bay Parks, Recreation and Forestry Department excluding temporary, seasonal, supervisory and office clerical employees for all issues specifically addressed in this Agreement.

ARTICLE 2
TERM OF AGREEMENT

This Agreement will become effective as of January 1, 2015 and remain in full force and effect to and including December 31, 2015.

ARTICLE 3
BASE WAGE INCREASE

The salary schedule will reflect a 2% increase across the board base wage increase effective with the first day of the period in which October 1, 2015 occurs.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement, this 2nd day of March, 2015.

City of Green Bay

/s/ James J. Schmitt
Mayor

/s/ Lynn M. Boland
Human Resources Director

/s/ Kris A. Teske
City Clerk

Parks and Forestry Labor Association

/s/Tim Vanden Heuvel
President

/s/ David J. McConaghy
Secretary

/s/ Thomas J. Parins, Jr.
Attorney for Parks and Forestry Labor
Association

**City of Green Bay Parks and Forestry Labor Association
Wage Schedule**

Position	October 1, 2014 Pay Rate at Start of Year					October 1, 2015 Pay Rate at Start of Year				
	Start	2	8	12	16	Start	2	8	12	16
Park Maintenance Worker Forestry Worker I Stores Clerk	\$20.71	\$21.80	\$21.87	\$21.93	\$21.99	\$21.13	\$22.24	\$22.31	\$22.37	\$22.43
Maintenance Specialist I Forestry Worker II	\$21.63	\$22.77	\$22.84	\$22.90	\$22.96	\$22.06	\$23.23	\$23.30	\$23.36	\$23.42
Maintenance Specialist II	\$22.08	\$23.24	\$23.31	\$23.37	\$23.43	\$22.52	\$23.70	\$23.78	\$23.84	\$23.90
Maintenance Specialist III	\$23.12	\$24.34	\$24.41	\$24.47	\$24.53	\$23.59	\$24.83	\$24.90	\$24.96	\$25.02
Master Licensed Plumber	\$25.50	\$26.84	\$26.91	\$26.97	\$27.03	\$26.01	\$27.38	\$27.45	\$27.51	\$27.57

- For 2015 a 2% wage increase will be effective with the beginning of the payroll period in which October 1, 2015 occurs or September 20, 2015.
- Regular full-time employees start at the base rate which is 95% of the rate at the start of year 2, the employee will move to the rate at the start of year 2 rate upon successful completion of their probationary period.
- Wage increases at the start of year 8, year 12 and year 16 represent longevity steps.

The following guidelines are listed for informational purposes and not subject to bargaining:

1. The Parks Maintenance Lead Worker and Forestry Lead Worker will receive \$0.70 per hour above the regular classified rate for each hour worked. Supervisors may assign lead worker duties in situations in which such additional supervision or direction is warranted.
2. Plumber license to be reimbursed at \$300 every 2-years effective in the first pay period in February.
3. Maintenance Specialist or Park Maintenance Workers who perform mechanic duties between 2:30 PM and 10:30 PM will receive an additional \$0.25 per hour for those hours.